

**HUMAN RELATIONS ADVISORY BOARD
OCTOBER 27, 2010 MINUTES**

The Human Relations Advisory Board of the City of Mesa met in a regular Human Relations Advisory Board Meeting October 27, 2010, 6:00 p.m. in the Lower Level, City Council Chambers, 57 E. First Street.

MEMBERS PRESENT

James May, Chair
Rory Gilbert, Vice Chair
Terry Benelli
Hong Chartrand
Stacey Dillon
Denise Heap
Frank Johnson
Wayne Manske
Orchidia Peterson

MEMBERS ABSENT

Ana Cadillo
Lela Hinds-Peterson

STAFF PRESENT

Mary Berumen
Brandy Howard
Karen Stegenga

GUESTS

Jason Wong

1. Welcome and Introductions.

Mr. May welcomed the audience and board members.

Ms. Berumen introduced Brandy Howard, Human Services Coordinator, who will be assisting the board.

2. Approval of minutes from the September 22, 2010 board meeting.

A motion was made by Ms. Benelli to approve the September 22, 2010, Human Relations Advisory Board (HRAB) minutes. Ms. Heap seconded the motion. The motion carried unanimously.

3. Items from Citizens Present*.

Ms. Barbara McCullough-Jones a Tempe resident and past Tempe Human Relations Advisory Commission member expressed her appreciation for all that the Mesa Human Relations Board has accomplished. She continued to thank the board for allowing open dialogue that would move Mesa forward. Ms. McCullough-Jones addressed three topics; education, inclusion, and timing.

Mr. Bobby Parker co-chair of Phoenix Affirmation: Gay and Lesbian Mormons. Mr. Parker expressed his concerns about the words spoken by LDS Leader Elder Packer at the General Conference concerning same-sex attractions. Mr. Parker informed the board that the Phoenix Affirmation group will hold a demonstration on Friday, November 26, at Pioneer Park. Mr. Parker asked for board support.

Mr. Clinton Bartlett with Phoenix Affirmation: Gay and Lesbian Mormons. Mr. Bartlett expressed his concern over LGBT prejudice and hoped that Mesa residents would turn to Phoenix Affirmation if they need help in dealing with prejudice.

Ms. Erica Keppler with Arizona TransAlliance. Ms. Keppler expressed her concern about transgender inclusion on any anti-discrimination ordinances the board would consider. She informed the board of the differences between sexual orientation and gender identity. Ms. Keppler explained that anti-discrimination laws are not applicable to the person who is discriminated against; those laws are applied to the person perpetrating the discrimination. She asked the board to consider including the transgender community when identifying discrimination.

Mr. Darrel Johnson with East Valley LGBTQ's for Change. Mr. Johnson shared that Mesa is not exempt from gay and lesbian bullying and suicide. Mr. Johnson expressed his concern that Mesa needs to look at all minority groups including the gay and lesbian communities when looking at hate crimes.

4. Hear a presentation from Jason Wong from the National Association of Asian American Professionals.

Mr. Wong gave a brief explanation of the National Association of Asian American Professionals (NAAAP). The Phoenix Chapter formed in 2006, one objective of the organization is to develop future leaders within the non-profit area, government/public sector as well as the corporate areas. NAAAP provides programs to members that focus on professional development certification. NAAAP also promotes Asian American Cultural awareness within the community and encourages study of history, community service, and mentorship. Mr. Wong stated that Mesa has the largest concentration of Asian American residents and the NAAAP can assist the board in reaching out and engaging this community. The NAAAP would like to expand their organization into Mesa and asked the board for assistance and referrals.

Mr. Wong informed the board that the April 2011 Arizona Asian American Festival is moving from Phoenix to Mesa, at the Mekong Plaza. Mr. Wong invited the board to attend all Arizona Asian American events. More information about the NAAAP Phoenix Chapter can be found at: http://naaapphoenix.org/index.php?option=com_content&view=frontpage&Itemid=28

Mr. May thanked Mr. Wong for his informative presentation.

5. Hear an update, discuss and provide direction on items presented by the:

- a. The scope, goals and objectives of the Ad Hoc Project Teams

Ms. Berumen informed the board of Mayor Smith's request for the board to create a subcommittee that is tasked with veteran's affairs. He would like the board to address veteran's issues in Mesa; he would like to have a standing committee that takes on those types of issues.

Ms. Berumen offered to invite Mayor Smith to a HRAB meeting to speak to the board regarding what his direction is for this subcommittee.

Ms. Heap asked if this subcommittee could be a combined as a veterans and disability committee. Ms. Berumen commented that she had spoken with many board members and scheduling an additional subcommittee is a concern and suggested dividing the Ad Hoc Community and Education Project Teams.

Mr. May commented that separating the veterans task force from the Ad Hoc Community and Education Project Team and including the disabilities task would better address both issues.

Ms. Berumen mentioned that the strategic plan already has the Ad Hoc Marketing team tasked with education on immigrants including stereotypes. Ms. Heap clarified that this was to be shared between both Ad Hoc teams.

Ms. Gilbert suggested that there be three Ad Hoc Teams: Research Committee, Outreach Committee, and a Specialized Committee who looks at disabilities and veteran's affairs.

Ms. Benelli purposed that there is not enough information to make decision regarding the task of veteran's affairs. She requested that objectives be developed for a veterans/disability committee and that information be sent to the community.

Ms. Berumen suggested that the board get clarification from the Mayor at the next HRAB meeting to decide how the Ad Hoc teams are organized.

Ms. Gilbert asked of the tasks the potential veterans and disabilities committee would be charged with; research, outreach, marketing, education, community awareness, and how those would tasks would be divided amongst the board.

b. Ad Hoc Community and Education Project Team

- Give an update on assessing and exploring the creation of anti-harassment, non-discrimination ordinance.

Ms. Heap updated the board on her request to split this task into two ordinances (anti-harassment and non-discrimination). Ms. Heap suggested that an education portion be developed that leads towards a hate crimes ordinance which includes bullying. Ms. Heap expressed her views on a non-discrimination ordinance; she felt that a non-discrimination ordinance may deter community support and any efforts the Ad Hoc team makes.

Ms. Heap asked that the Ad Hoc team work on an inclusive project that addresses gender identity and that the discussion of non-discrimination be tabled until there is more community support.

Mr. May stated that based on the comments of the citizens present there is divergence of opinion as to whether the Ad Hoc team needed to go forward and inquired how fast this item needs to move forward. Mr. May agreed that it may be beneficial to split the anti-harassment and non-discrimination ordinances but until there is a draft it is premature to speculate the amount of support the ordinance might receive.

Mr. May stated that the HRAB's mission is to move forward on tasks that they believe to be appropriate for the City of Mesa. He also stated that the Ad Hoc team would draft a document that allows community feedback.

Ms. Heap expressed her fears about going forward with a non-discrimination ordinance. Ms. Berumen clarified that an Ad Hoc team can recommend the timing, focus and scope and then bring recommendations back to the HRAB.

Ms. Benelli reminded the board of the recommendation the board made to council regarding the Domestic Partner Registry, which was not to adopt a registry at this time. The board then made a motion to have the Ad Hoc Community and Education Project Team begin exploring a non-discrimination ordinance and it was suggested that the Team's research be incorporated into what was the Hate Crimes Ad Hoc Team.

Ms. Gilbert asked that the Ad Hoc team focus on a timeline and identify who is working on what portion of the task so that at the December HRAB meeting an update and a motion can be obtained.

- Give an update identifying best practices for community response to hate crimes.

Ms. Heap suggested reaching out to Maricopa County Community College District and Arizona State University to go forward with best practices. She discussed her thoughts on how to proceed as: 1) develop a plan, 2) develop ways to bring people into a dialogue, and 3) monitor police response.

Ms. Heap asked that the learning circle and panel discussion be added to the Ad Hoc Community and Education agenda.

Mr. May explained that a panel discussion can be included in the best practices agenda item. Ms. Gilbert thought identifying best practices including study circles were different ways of engaging the community in dialogue.

Ms. Berumen stated that having the team bring their findings for best practices would generate a discussion and subsequently a plan. Ms. Berumen also stated that the 'best practices' area does encompass whatever steps the team deems necessary to meet the assigned tasks.

Ms. Heap asked that chair and co-chair meet to discuss the Ad Hoc Agendas and that that agendas not be changed. Ms. Berumen clarified that the HRAB Chair asked that the Ad Hoc Agendas be written so that they follow the strategic plan. Ms. Berumen also clarified that the HRAB Chair must view the agenda and any changes are then communicated.

Ms. Benelli asked if there were any decisions made with the best practices that were given. Ms. Berumen stated that most of the best practices were presented and discussed but no decisions were made.

- Update, discuss and provide direction on Honoring Veterans Proposal.

Ms. Heap read her proposal (attached in the board packets) that recommends:

- 1) The Mesa City Council recognize all returning veterans quarterly at City Council meetings with a ceremony and a certificate.
- 2) The public information office advertise this program to all residents of Mesa, requesting the names and contact information for veterans through notices in utility bills, contacting churches, civic groups and schools, articles in official publications of the city, local newspapers, radio, television, social media and on Channel 11.
- 3) The City's volunteer coordinator contact and work with volunteers to facilitate this project.
- 4) As an adjunct to this project, sponsors are found to underwrite gift certificates to locally-owned restaurants for the veteran and the companion of his/her choice.

Ms. Heap made a motion to move this recommendation from the Ad Hoc Community and Education Project Team and the Human Relations Advisory Board to City Council. Ms. Dillon seconded the motion.

Ms. Gilbert clarified that the board would not assist in this program in anyway. Ms. Heap replied that yes, the board would be done with honoring veterans and the proposal would go to City Council.

The motion carried unanimously.

- Give an update on community presentation or other educational activities.

No update was given.

c. Ad Hoc Marketing Strategies Project Team

- The goals and objectives of the Project Team.

No update was given.

- Give an update on the progress made on the board logo, brochure, and Web.

Ms. Dillon presented the board a first draft of the HRAB brochure. Ms. Dillon motioned that the board review the draft, edit and submit any changes to the Ad Hoc team on November 16. Ms. Heap seconded the motion. The motion carried unanimously.

Ms. Dillon updated the board on the HRAB logo, the board will need to have the Printing and Graphics department design and update any brochure and logo. Printing and Graphics should give the board a couple of logo's to choose from and the board will have final say.

Ms. Dillon proposed creating a quarterly newsletter that would be sent out through the Neighborhood Outreach Web listserv. Ms. Benelli suggested that guidelines need to be set for a newsletter; is it a calendar of events or just a rehash of meeting minutes?

Ms. Dillon stated that the newsletter would be comprised of community links that were discussed and/or suggested board meetings. Presenter information would also be included and event dates and links.

Ms. Dillon informed the board that the City Web master will be present at the next Ad Hoc meeting to discuss what is possible on the Web site.

Ms. Dillon stated that business cards and the use of the City logo is of concern, Ms. Berumen will be talking with Mayor Smith and report back to the Ad Hoc team. The Ad Hoc team handed over information on a name badge company, Ms. Berumen will update the Ad Hoc team of her findings.

- Give an update on the progress made on updating and adding to the emerging community list.

Ms. Dillon updated the board that the Senior Community has been added to the list. She asked that if any other contacts were found to forward them on to Ms. Berumen.

6. Give an update on ADA and disabilities issues.

- a. Arizona ADA Coordinator Coalition training events in October 2010.
- b. ADA and Fair Housing Training in January 2011.

7. Mesa Police Department Report.

- a. Police Community Forums

The Clergy Forum met with ICE (U.S. Immigrants and Customs Enforcement). The presentation provided the forum participants with more information and referrals for the public information officer.

The Chief's Forum was held on October 7 and minutes were sent to those on the email list. November 4 is the next Chief's Forum meeting. Ms. Stegenga introduced Commander Bill Peters, who facilitates the Human Rights Forum.

Ms. Stegenga reported on how Mesa Police Department (MPD) defines a Hate Crime. Handouts of MPD's policy on Bias Crimes were given to the board. She reported that in the 3rd Quarter of 2010 (July-December 2010), there have been two reported hate crimes in Mesa.

Ms. Dillon asked if Chief Milstead will update the Bias Crimes policy. Ms. Stegenga stated that at this time there are no plans to update the policy.

Ms. Dillon also stated her concern about not being allowed to go through the City of Mesa to find out if hate crimes occur, information can only be found through DPS. She informed Commander Peters that being able to request and receive that information through the City of Mesa as opposed to DPS would help the board with their research. Commander Peters stated that he will bring that request back to the department.

8. Diversity Officer's Report:

- a. Hear an update on the Diversity Office and Neighborhood Outreach Office, Fair Housing and Human Services activities.

Ms. Berumen informed the board that her responsibilities have grown to include the Diversity Office, the Neighborhood Outreach Office, Fair Housing and Human Services Office.

She informed the board that the City conducted a survey in 2005 that showed that ADA and national origin were the top Fair Housing complaints in Mesa. Fair Housing outreach and training is continuing for staff and the community.

Ms. Berumen stated that the Building Strong Neighborhoods (BSN) initiatives are continuing and creating volunteer opportunities for neighborhood residents. The Neighborhood Outreach department is focusing on leadership opportunities.

Ms. Benelli asked how Neighborhood Outreach is engaging those new community leaders. Ms. Berumen stated that BSN surveys are collected and the community, through the survey, self identifies what the neighborhood issues are. The Outreach staff then work with the community to solve some of the issues.

Ms. Benelli suggested that some of those leaders be added to the community list that the Ad Hoc Marketing team is working on.

9. Discuss and provide direction on board participation in 2011 Mesa MLK Jr. Celebration Events.

Mr. May asked for a count of who will be attending the MLK Jr. Celebration Dinner.

Ms. Heap informed the board that the Mesa MLK Jr. Celebration committee is holding a Golf Tournament in December.

10. Report on conferences and/or meetings attended or future events.

- a. Diversity Leadership Alliance Conference, Oct 19, 2010

No HRAB members attended to report back.

- b. Latino Town Hall, October 23, 2010

Ms. Berumen reported that the Alston House committee members received awards for their efforts.

- c. AZ Women in Tune, December 2010

Ms. Heap reported that the Arizona Women in Tune will be performing in December. The group asked if the HRAB would have an information table in the lobby at their performance. Ms. Heap will contact Ms. Berumen with more information regarding the group and the concert dates.

Ms. Dillon reported on a conference she attended that dealt with ADA, HIPPA, and Labor Laws as it pertains to case law. Former INS agent, Neville Cramer spoke and is willing to speak to the board as well.

Ms. Heap reported on a conference at the ASU School of Law on the issue of Immigration.

11. Scheduling of meetings, future agenda items, and general information.

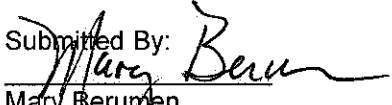
The next HRAB meeting is December 1, at 6:00 pm in the Upper Level, City Council Chambers. This meeting is in lieu of the regular November and December meeting.

12. Adjourn

Mr. May adjourned the meeting at approximately 8:20 p.m.

***The next regular meeting is on December 1, 2010, at 6:00 p.m.
Upper Level, City Council Chambers.***

Submitted By:


Mary Berumen,
Diversity Office Director